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<b>Application Number.</b>	09/895,883
<b>Filing Date</b>	6/29/2001
<b>First Named Inventor</b>	Calderaro, Michael Joseph
<b>Title</b>	System and Method for Improved Matrix Management of Personnel Planning Factors
<b>Art Unit</b>	2681
<b>Examiner Name</b>	
<b>Attorney Docket No.</b>	AUS920010238US1

I hereby revoke all previous powers of attorney given in the above-identified application.

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Practitioners associated with the Customer Number:

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Name	Registration Number

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I am the:

Applicant/Inventor.

Assignee of record of the entire interest. See 37 CFR 3.71.

*Statement under 37 CFR 3.73(b) is enclosed. (Form PTO/SB/96)*

**SIGNATURE of Applicant or Assignee of Record**

Signature	<i>Lynne D. Anderson</i>	Date	3-15-05
Name	Lynne D. Anderson	Telephone	703-299-1455
Title and Company	Program Manager, International Business Machines Corporation		

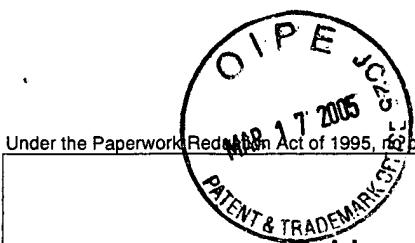
NOTE: Signatures of all the inventors or assignees of record of the entire interest or their representative(s) are required. Submit multiple forms if more than one signature is required, see below\*

\*Total of 1 forms are submitted.

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PTO/SB/96 (09-04)(Modified)

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### STATEMENT UNDER 37 CFR 3.73(b)

Applicant/Patent Owner: Calderaro, et. al.

Application No./Patent No.: 09/895,883 Filed/Issue Date: 6/29/2001

Entitled: System and Method for Improved Matrix Management of Personnel Planning Factors

**International Business Machines Corporation, a Corporation**

(Name of Assignee) (Type of Assignee, e.g., corporation, partnership, university, government agency, etc.)

states that it is:

1.  the assignee of the entire right, title, and interest; or
2.  an assignee of less than the entire right, title and interest.  
The extent (by percentage) of its ownership interest is \_\_\_\_\_ %

in the patent application/patent identified above by virtue of either:

A.  An assignment from the inventor(s) of the patent application/patent identified above. The assignment was recorded in the United States Patent and Trademark Office at Reel 011978, Frame 0714, or for which a copy thereof is attached.

OR

B.  A chain of title from the inventor(s), of the patent application/patent identified above, to the current assignee as shown below:

1. From: \_\_\_\_\_ To: The document was recorded in the United States Patent and Trademark Office at \_\_\_\_\_, Reel \_\_\_\_\_, Frame \_\_\_\_\_, or for which a copy thereof is attached.

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Additional documents in the chain of title are listed on a supplemental sheet.

Copies of assignments or other documents in the chain of title are attached.

[NOTE: A separate copy (i.e., a true copy of the original assignment document(s)) must be submitted to Assignment Division in accordance with 37 CFR Part 3, if the assignment is to be recorded in the records of the USPTO. See MPEP 302.08]

The undersigned (whose title is supplied below) is authorized to act on behalf of the assignee.

Lynne D. Anderson  
Signature

3-15-05  
Date

Lynne D. Anderson  
Printed or Typed Name

703-299-1455  
Telephone Number

Program Manager  
Title

This collection of information is required by 37 CFR 3.73(b). The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.11 and 1.14. This collection is estimated to take 12 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, P.O. Box 1450, Alexandria, VA 22313-1450. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450.

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Date: April 6, 2004

Gerald Rosenthal  
Vice President, Intellectual Property & Licensing  
International Business Machines Corporation